



# **JE Moss Elementary Leadership Meeting**

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# Purpose

*Our purpose today is to use the collaborative inquiry process for developing the vision, mission, and values of JE Moss.*



## Essential Question

What is collaborative inquiry and how can it be used to foster a culture of collaboration in developing the SIP?



# Looking Back - Looking Ahead

Individually, complete the chart:

1.	2.	3.
<b>Think back to how teachers worked together when you were in school.....</b>	<b>How do teachers work together today?</b>	<b>What is your vision for how teachers should work together?</b>

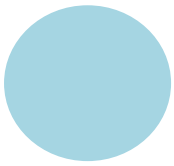


# Looking Back - Looking Ahead

## Task Groups:

- Share and explore your responses
- Consider the following:
  - *What strikes you as you share and compare?*
  - *What are some patterns you are noticing?*
  - *What are some implications for your work?*





**Data** have **no meaning**. **Meaning** is  
**imposed** through **interpretation**  
(Wellman & Lipton, 2004, pp. ix-xi).





**How do we bridge the gap between data and results, so all students have educational success?  
What is the bridge made of?**

# **Collaborative Inquiry**



Love, 2009





# Collaborative Inquiry



**Collaborative Inquiry** is stakeholders **working together** to uncover and **understand problems** and to **test out solutions together** through rigorous **use of data and reflective dialogue**.

**Assumption:** This process **unleashes the resourcefulness** of stakeholders to **continuously improve learning**.



# MNPS Collaborative Inquiry

**Collaborative Inquiry** is a **data-based team** process that consciously uses the **collaborative learning cycle** (activating and engaging, exploring and discovering, and organizing and integrating) and the **qualities of effective groups** (fostering a culture of trust, maintaining a clear focus, taking collective responsibility and data-informed decision-making).





# Collaborative Learning Cycle

## Organizing and Integrating

- What inferences, explanations, or conclusions might we draw?
- What additional data sources might verify our explanations?
- What solutions might we explore?
- What data will we need to guide implementation?

## Activating and Engaging

- What assumptions do we bring?
- What are some predictions we are making?
- What questions are we asking?
- What are some possibilities for learning?

Managing  
Modeling  
Mediating  
Monitoring

## Exploring and Discovering

- What important points seem to pop out?
- What patterns, categories, or trends are emerging?
- What seems to be surprising or unexpected?
- What are some ways we have not yet explored these data?



# Calibrating Activity



- The pair selects a student.
- Individually, write down 2-3 bulleted observations about the selected student.
- Share in the pair.





# Exploring and Discovering

- Employee Retention Data
- TELL Survey Data
- Employee Attendance Data



# Guiding Questions

- What important points seem to pop out?
- What patterns, categories, or trends are emerging?
- What seems to be surprising or unexpected?
- What are some questions this data generates?

~~BE CAREFUL~~



Break





# Favorite Food Regrouping

Let's form new groups, as follows:

- On a sticky note, write the name of a favorite food (a specific item or a category).
- Pack and stack to leave your table.
- Find three other people with favorite foods different from your own and that you haven't worked with already today.
- Once you've formed a quad, please sit together.





# Aha....

- Think back to before break.....
- What is an aha point or personal connection you are making from the session?
- Share your thinking with your new quad.



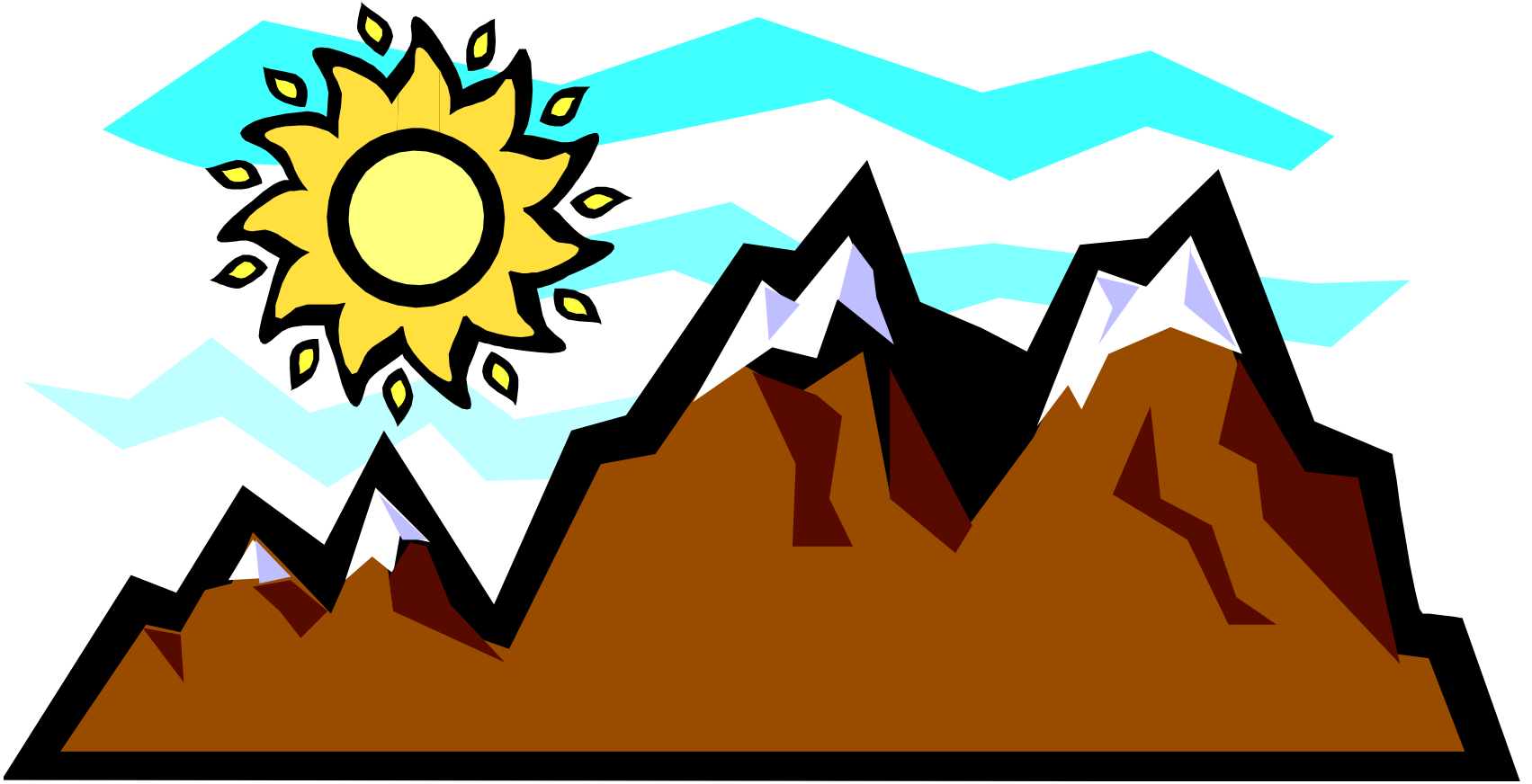


# Let's Add More Data to the Conversation





# Mountains and Valleys





# Identify Milestones

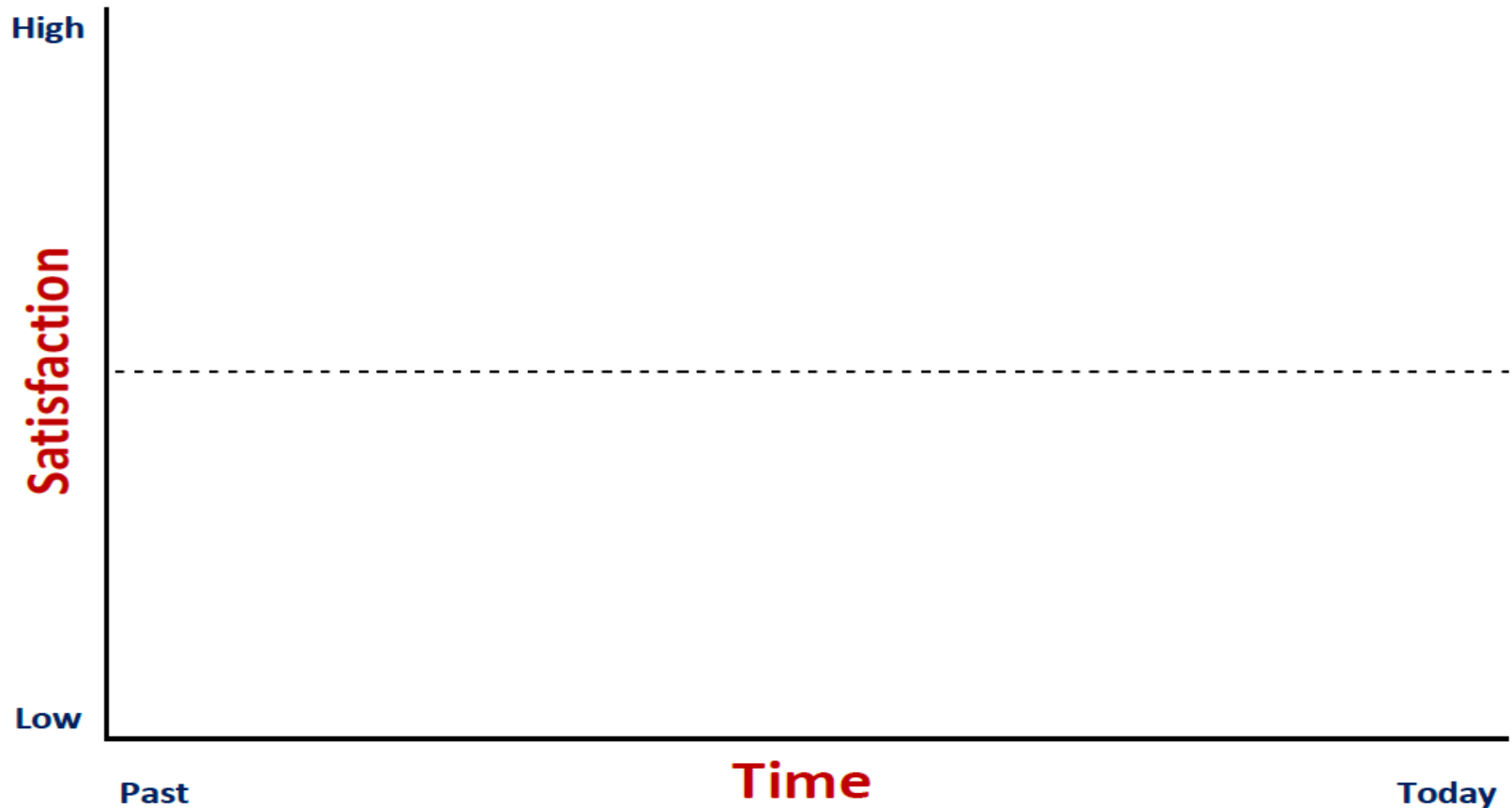
- Identify events in your life or career that were **milestone** events. These were significant or life changing and the type of thing someone would write in a biography about your life. These could be highly positive (mountain) or negative (valley) events.
- For each milestone, put a mark on the dotted line to indicate where in time that event occurred. Then Label the event. Try to identify 7-10 significant events.
- Positive events go above the line. Negative events go below the line.



# Mountains and Valleys Chart



## Mountains and Valleys Chart





# Identify Values

- Identify values for each event and write them next to the appropriate check mark above or below the line. For each check mark above the line, ask yourself: “What values were present or honored that made it so **satisfying** for me?”
- For each check mark below the line, ask yourself: “What values were absent or threatened that made it so **unsatisfying** for me?”
- For each of these milestone events, look at the list of values you have identified and consider if there is anything even deeper than these. **What values are essential to your perfect world?**
- Looking across all the events, pick your top 5 to 8 values that matter the most to you. You can base this on how much they showed up on the map, or how strongly you feel about them. Put them on the **My Core Values** sheet.



# Core Values Conversation





# Team Core Values



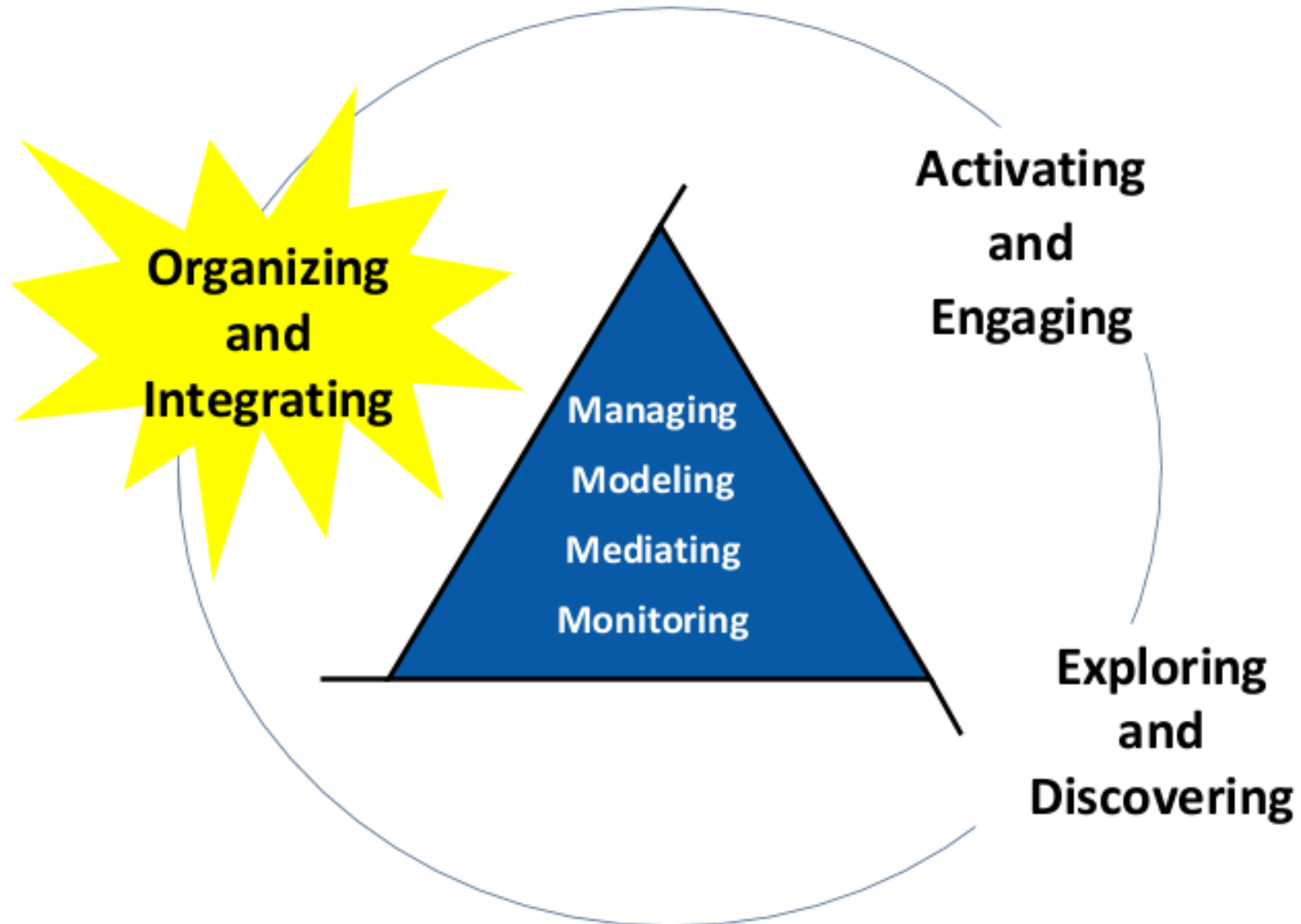
For each value, test it against the following questions:

Test Question	1	2	3	4	5	6	7	8	9	10
If you were to start a new organization, would you build it on this core value regardless of the industry?										
Would you want your organization to continue to stand for this core value 100 years into the future, no matter what changes occur in the outside world?										
Would you want your organization to hold this core value, even if at some point in time it became a competitive disadvantage—even if in some instances the environment penalized the organization for living this core value?										
Do you believe that those who do not share this core value—those who breach it consistently—simply do not belong in your organization?										
Would you personally continue to hold this core value even if you were not rewarded for holding it?										
Would you change jobs before giving up this core value?										
If you awoke tomorrow with more than enough money to retire comfortably for the rest of your life, would you continue to apply this core value to your productive activities?										
Does the value help us achieve our vision and mission?										

Adapted from Collins, J., (2013). *Collins/Porras vision framework*. Retrieved from <http://www.jimcollins.com/tools.html>.



# Organizing and Integrating





# Vision

**VISION WITHOUT  
ACTION IS  
MERELY A  
DREAM. ACTION  
WITHOUT VISION  
JUST PASSES THE  
TIME. VISION  
WITH ACTION  
CAN CHANGE THE  
WORLD.**

**JOEL A. BARKER**

MADE WITH SPOKEN.LY

.....  
Vision without  
action is  
daydream. Action  
without vision is  
nightmare.

JAPANESE PROVERB

.....



# Vision and Mission

Trios:

- Letter off **A-B-C-D**:

**A** – read **page 1**.

**B** – read **page 2**

**C** – read **page 3**

**D** – read **page 4**

- **Summarize** your assigned reading in 1-2 sentences.
- **Share** the summary with your quad.
- **Group Task**: Review the current JE Moss Vision and Mission statement. Develop a revised vision and mission statement for JE Moss. Write it on chart paper.





# Reflection: Create a Banner



Across

1. Makes impossible possible

<sup>1</sup> T	E	A	M	W	O	R	K
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Don't be the same,  
**be better!**

life advice

MyFbTimeLineCovers.com



# Next Steps

**Given what we have discussed and learned today, what are some next steps we need to take?**





# Feedback

Using a post it note,  
create an exit slip  
assessing the  
collaborative inquiry  
process used during  
this time of today's  
meeting and offering  
+/ $\Delta$  feedback.

<u>HOW WAS THE MEETING?</u>	
+	$\Delta$



# MNPS Collaborative Inquiry Toolkit

[www.mnpscollaboration.org](http://www.mnpscollaboration.org)

## Collaborative Inquiry Toolkit

## Collaboration Corner Blog

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### *An MNPS REL Appalachia Partnership*

Collaborative Inquiry is a data-based team process that consciously uses the collaborative learning cycle (activating and engaging, exploring and discovering, and organizing and integrating) and the qualities of effective teams (fostering a culture of trust, maintaining a clear focus, taking collective responsibility and data-informed decision making).



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# References

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